

Message Text

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PAGE 01 SEOUL 07140 290931Z

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ACTION EA-10

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E.O. 11652: N/A
TAGS: AFSO, ELAB, KS
SUBJECT: USFK REACH AGREEMENT WITH UNION AND ROKG ON WAGE
INCREASE

REF: SEOUL 6769

1. FOREIGN ORGANIZATIONS EMPLOYEES' UNION (FOEU)
REACHED AGREEMENT OCT 28 WITH OFFICE OF LABOR AFFAIRS
(OLA) TO ACCEPT FINAL USFK OFFER OF AVERAGE 16.4 PERCENT
WAGE INCREASE AND TO CALL OFF STRIKE, PROVIDED MANAGEMENT
WOULD NOT TAKE RETALIATORY ACTION AGAINST UNION LEADERS
WHO HAD ORGANIZED STRIKE CALL.

2. UNTIL LAST MOMENT UNION LEADERS SOUGHT TO HOLD OUT
FOR ADDITIONAL CONCESSIONS TO BLUE COLLAR WORKERS AND
GUARDS, WHO ON BASIS OF WAGE SURVEY WERE OFFERED BELOW
AVERAGE LEVEL WAGE INCREASES. SINCE THIS GROUP
CONSTITUTES OVER HALF OF FOEU MEMBERSHIP, UNION LEADERS
WITH SOME INITIAL SYMPATHY IF NOT SUPPORT FROM ROKG
TOOK HARD LINE PUSHING FOR STRIKE ACTION REGARDLESS
OF CONSEQUENCES. AGREEMENT CAME AFTER PROLONGED AND
STORMY MEETINGS OVER WEEKEND WITH OLA AND KCIA OFFICIALS
CONVINCING UNION LEADERSHIP THAT ROKG WOULD NOT SUPPORT
THEIR DEMANDS IN VIEW OF USFK DETERMINATION TO SUBMIT
DISPUTE TO SOFA PROCEDURES.

3. UNION LEADERS FACING LOSS OF ROKG SUPPORT AND
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POSSIBILITY OF DELAYED IMPLEMENTATION OF WAGE INCREASE

IF DISPUTE WENT TO SOFA PROCEDURES, ACCEPTED US OFFER,
ANNOUNCING AS THEIR REASONS CONSIDERATION OF:

1. INTERNATIONAL AND DOMESTIC POLITICAL AND ECONOMIC SITUATION;
2. PRESIDENT FORD'S VISIT;
3. CONSIDERATION OF ROKG SECURITY SITUATION;
4. CONTINUING CONSTRUCTIVE AND AMICABLE LABOR RELATIONS;
5. POSSIBLE HARDSHIPS AND SACRIFICES ON PART OF UNION MEMBERS AND MANAGEMENT.

UNION FURTHER ASKED THAT FUTURE RIFS BE MINIMIZED TO EXTENT POSSIBLE AND THAT MANAGEMENT REVIEW DURING COMING CONTRACT YEAR WAGE SCALES OF LOWEST PAID BLUE COLLAR WORKERS.

4. IMMEDIATELY AFTER UNION ACCEPTANCE, USFK-JOINT LABOR ADVISORY COMMITTEE (JLAC) MET WITH OLA OFFICIALS AND MOFA REPRESENTATIVES AND AGREED ON BASIS OF FOEU STRIKE CANCELLATION AND ACCEPTANCE OF WAGE OFFER, THAT USFK WOULD WITHDRAW NOTIFICATION TO SOFA COMMITTEE DEMANDING SETTLEMENT OF LABOR CONFLICT THROUGH JOINT COMMITTEE. JLAC ALSO PROMISED IMPLEMENTATION OF AGREEMENT AS OF NOV 1 SUBJECT TO FINAL CONFIRMATION BY CINCPAC.

5. AS FINAL CONCESSION, USFK HAD AGREED TO APPLY 16.4 PERCENT WAGE INCREASE ACROSS THE BOARD, RATHER THAN TO APPLY AVERAGE 12.2 PERCENT TO WAGE INCREASE AND 4.2 PERCENT TOWARD INCREASE OF SPRING BONUS; THIS IN EFFECT ADDS .6 -- .7 PERCENT TO WAGE INCREASE COSTS.
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